

The Radisson Hotel Sacramento 500 Leisure Lane Sacramento, CA 95815

Thursday, April 10, 2008 1:30 pm to 4:30 pm

The State Bar of California Labor and Employment Law Section Presents

## TRAIN THE TRAINERS: SEXUAL HARASSMENT PREVENTION

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Thursday, April 10, 2008 1:30 pm to 4:30 pm

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Note: One registrant per f	orm. Photocopies may be used.
Bar Number:	
Name:	
Phone:	Fax:
E-mail Address*:	*Required for e-mail confirmation
Please check the appr \$35.5 \$65.1 \$95.4	students Members of the State Bar Labor and Employment Law Section All Others (Includes 2008 Membership in the State Bar Labor and Employment Law Section)
Amount Enclosed/To	Be Charged:\$
CREDIT CARD IN I authorize the State No other credit card	Bar of California to charge my program registration to my Visa/Mastercard account.
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#### REGISTRATION INFORMATION DEADLINE

In order to pre-register, your form and check, payable to the State Bar of California, or credit card information MUST BE RECEIVED by April 1, 2008.

#### WHERE TO REGISTER

ON-LINE: Go to www.calbar.ca.gov/laborlaw

MAIL TO: Program Registrations, State Bar of California, 180 Howard Street, San Francisco, CA 94105

FAX TO: Program Registrations at (415) 538-2368. In order to fax your registration, credit card information is MANDATORY.

Photocopies of checks will not be accepted.

#### CANCELLATIONS/REFUNDS

Cancellations and requests for refunds must be received in writing by April 1, 2008. Substitute registrants are allowed but must register in their own name at the meeting to receive MCLE credit. ON-SITE REGISTRATION is limited and subject to availability.

#### QUESTIONS

For information regarding the program please call (415) 538-2590.

Program registration questions call (415) 538-2508

The State Bar of California and the Labor and Employment Law Section are approved State Bar of California MCLE providers.

#### SPECIAL ASSISTANCE

Please call (415) 538-2465

To order audio tapes of this program please contact the Versatape Company at 1-800-727-8883.

The "Train the Trainer: Sexual Harassment Prevention" Program will feature a fast-paced session intended for experts in workplace sexual harassment prevention. The program will give participants an overview of both federal and state sexual harassment law and applicable Fair Employment and Housing Commission (FEHC) regulations. The program will specifically address:

- The types of behavior that constitute unlawful harassment, discrimination, and retaliation under both California and federal law;
- The elements of quid pro quo and hostile work environment harassment;
- Who can be held liable for sexual harassment;
- An explanation of the employer's obligation to conduct a workplace investigation into a harassment complaint;
- The types of behavior that constitute retaliation and how to prevent it;
- The essential components of an anti-harassment policy;
- The effect of harassment on harassed employees, coworkers, harassers, and employers; and
- The legal forums available to the alleged victim.

The program will also provide an in-depth discussion of the FEHC regulations interpreting the AB 1825 training requirement, including the definitions of "qualified trainer" and "interactive training." The speaker will use a variety of interactive training techniques and tools, such as a pre-training quiz and group exercise. Participants will be given practical training tips and encouraged to ask questions and share their own experiences. Completion of this program does not certify the participants as "qualified trainers" under the FEHC regulations.







# 'Train the Trainers: Sexual Harassment Prevention' Speaker

### JANIE HICKOK SIESS

Janie Hickok Siess recently joined the Labor and Human Relations Team of the Office of Legal Affairs with the California Department of Corrections and Rehabilitation.

She served for three years as Assistant Deputy Director, Program and Policy Development, for the Department of Fair Employment and Housing (DFEH). In that capacity, she regularly provided Sexual Harassment Prevention Training (A.B. 1825) for various groups throughout the state, including but not limited to local Bar Associations, university continuing education programs, and in partnership with the State Personnel Board and Equal Employment Opportunity Commission. She also facilitated Equal Employment Opportunity Investigator Training, in addition to speaking and teaching on a variety of other topics relevant to the mission of the DFEH. Siess also devoted significant energy to redrafting the DFEH's Case Analysis Manual, completing seven chapters before departing the Agency. She served as the DFEH's Assistant Chief Counsel for 2 ½ years. She joined the DFEH in 2000, initially serving as Staff Counsel, following seven years in private practice in Stockton.

While in private practice, Siess gained invaluable trial and appellate experience. For example, she spent six years litigating Conservatorship of Wendland, a dispute between family members over whether or not a cognitively disabled accident victim should have his life-sustaining food and nutrition discontinued. She secured a unanimous ruling for her clients before the California Supreme Court in 2001, which continues to be written about and debated around the world.

Siess is a 1993 graduate of the University of the Pacific, McGeorge School of Law in Sacramento, where she was a Moot Court Finalist ("Final Four") and lifetime member of the Traynor Honor Society. She also holds a Bachelor of Science Degree in Accounting.

3.0 Hours MCLE Credit